

EEOC FORM  
715-01  
PART I

U.S. Equal Employment Opportunity Commission  
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT  
EEO Plan To Eliminate Identified Barrier

Naval Air Warfare Center Weapons Division

FY 2004

**STATEMENT OF  
CONDITION THAT  
WAS A TRIGGER  
FOR A POTENTIAL  
BARRIER:**

Provide a brief  
narrative describing  
the condition at issue.

How was the condition  
recognized as a  
potential barrier?

An analysis of the NAWCWD targeted disabled population identified a trend of little or no accessions, coupled with a normal attrition rate, which has led to a declining number of targeted disabled employees in the workforce.

**BARRIER ANALYSIS:**

Provide a description  
of the steps taken and  
data analyzed to  
determine cause of  
the condition.

A yearly analysis of accessions and separations of targeted disabled workforce led to the identification of this trend.

**STATEMENT OF  
IDENTIFIED  
BARRIER:**

Provide a succinct  
statement of the  
agency policy,  
procedure or practice  
that has been  
determined to be the  
barrier of the  
undesired condition.

There have been little or no accessions of targeted disabled employees.

<b>OBJECTIVE:</b>  State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	To determine the reasons why we have not hired qualified employees with targeted disabilities over the last several years.
<b>RESPONSIBLE OFFICIAL:</b>	EEO Specialist
<b>DATE OBJECTIVE INITIATED:</b>	3 January 2005
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	30 September 2005

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Review current recruitment sources.	30 June 2005
Provide information to supervisors/managers on hiring sources/authorities for disabled individuals.	30 December 2004
Analyze current applicant pool(s) to determine whether or not there is a sufficient number of disabled candidates available for consideration for job vacancies.	30 August 2005
Provide information to Human Resources Advisors (HRAs) of hiring sources for individuals with disabilities.	1 April 2005

**REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE**

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**STATEMENT OF  
CONDITION THAT  
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FOR A POTENTIAL  
BARRIER:**

Provide a brief  
narrative describing  
the condition at issue.

How was the condition  
recognized as a  
potential barrier?

EEO demographic information on the applicant pool for the Naval Acquisition Intern Program is not available at the activity level.

**BARRIER ANALYSIS:**

Provide a description  
of the steps taken and  
data analyzed to  
determine cause of  
the condition.

Efforts to obtain this information via NAVAIR headquarters have been unsuccessful. Only EEO demographic information regarding interns currently employed at the activity level is available.

**STATEMENT OF  
IDENTIFIED  
BARRIER:**

Provide a succinct  
statement of the  
agency policy,  
procedure or practice  
that has been  
determined to be the  
barrier of the  
undesired condition.

The unavailability of EEO demographic information on applicant pool for the Naval Acquisition Intern Program hinders the ability to perform a complete analysis.

<b>OBJECTIVE:</b>	To obtain EEO demographic information on the applicant pool for the Naval Acquisition Intern Program.
State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	
<b>RESPONSIBLE OFFICIAL:</b>	EEO Specialist
<b>DATE OBJECTIVE INITIATED:</b>	3 January 2005
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	1 August 2005

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Coordinate efforts with NAVAIR to obtain this information.	1 April 2005

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE